

**STATEWIDE DMV/PEF  
LABOR/MANAGEMENT MEETING**

**APRIL 13, 2017**

Attendance:

**Public Employees Federation**

Ralph Mabb- Council Leader Division 211

Edward Ray- PEF Field Representative

**Department of Motor Vehicles**

Rosanne Kitchner- Director, HR/Training

Paul Gauthier- Director, Fiscal Management

Ann Scott-Director- Director, Field Operations

Jasen Catalfamo- Director, Fiscal

Nancy Spenziero- Director, Labor Relations

Denise O'Keefe- Director, Personnel

Pat Joos- Assistant Director, Personnel

AnnMarie Prespare- Labor Relations Rep

Brandon Kennedy- Labor Relations Rep

April Tambasco- Labor Relations Secretary

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A statewide meeting between the Public Employees Federation and the New York State Department of Motor Vehicles was held on Thursday, April 13, 2017, in room 522C at 6 Empire State Plaza, Albany, New York.

**Welcome**

Executive Deputy Commissioner Terri Egan made opening remarks to welcome everyone to the labor management meeting. She conveyed it is important to her and the DMV Executive team to have good relationships with PEF and CSEA.

**Bi-Weekly Executive Deputy Meetings**

Ralph Mabb stated that until several years ago, the DMV PEF representatives had attended Bi-Weekly Executive Deputy Meetings. Ralph conveyed PEF would like the opportunity to meet periodically again, even if it is just to discuss things that are coming up that might effect PEF members, for example Real ID. He saw this is an important asset which would give him the opportunity to assist with such matters and take them back to his members.

Ed Ray stated that the best people to ask to implement something is the people who actually do the work and agreed that holding these meetings again would be helpful.

Rosanne Kitchner noted the purpose of existing DMV lunchtime information sessions is to share information and communicate. Rosanne said some of these presentations may be made through a WebEx format in the future to make it easier for field employees to attend.

Ralph asked who controls the distribution list for these sessions and asked to be added to the distribution list announcing the lunchtime sessions so that he may attend and share with his members.

**Committee Follow-Up:**

Subsequent to the labor/management meeting, Ralph Mabb was added to the distribution list for DMV information sessions.

### **DMV Statewide Budget**

Ralph Mabb relayed that PEF provided him with statistics indicating DMV employed nine contract employees under consultant contracts, costing nearly 2.7 million dollars, during the previous fiscal year. He asked for the number of contractors currently being used by DMV. Jasen Catalfamo explained that some of the 2.7 million dollars was ITS contractors working on DMV projects. Last fiscal year DMV had 9 FTE's (used by 5 full-time and 4 part-time consultants) and spent closer to \$750,000. This number will be cut to 4 FTE's or approximately \$500,000 for fiscal year 2017-2018.

Ralph asked how many of the 107 additional positions that DMV plans to add in the coming years will be PEF-represented positions. Paul Gauthier responded that they are working on staffing plans with managers. The bulk of the planned positions are to prepare for increases in license renewals and the upcoming Real ID implementation.

Ralph asked if there would be a change in job duties for PEF employees (particularly the investigators in DFI) due to the implementation of Real ID. Denise O'Keefe responded that this is still being reviewed. Rosanne Kitchner agreed there is a lot of activity around this and we should have a better idea in the coming months. Nancy Spenziero stated she will update Ralph when staffing determinations are completed.

#### **Committee Follow-Up:**

Nancy Spenziero will inform Ralph about the final staffing determinations.

### **Training Opportunities**

Ralph Mabb stated he would like to post exam announcements, and promotional and training opportunities, on the PEF Division website. Ed Ray explained that some PEF members had a problem with an exam series in that they took the exam as entry level instead of promotional. They appealed to Civil Service but were unsuccessful and told it was not an error with Civil Service. Rosanne Kitchner noted the agency is looking internally for a better way to get exam, promotion and training opportunities, out to all staff. The agency will continue to engage with Ralph on this issue.

Jasen Catalfamo asked for any specific areas that PEF members are seeking training. Ralph responded that the only request he has received recently was for exam preparation training offered through PEF, not DMV. Ralph suggested making employees more aware of the free training that is offered in SLMS.

Paul Gauthier asked if there is specific PEF training that DMV might help promote. Ralph indicated not at this time but if something comes up he will let us know. Nancy Spenziero noted that in order for DMV to promote union trainings using State resources, we would need to negotiate a labor management agreement. Ralph said he wants to get more training for PEF stewards regarding Civil Service rules and regulations and how to handle Civil Service matters.

#### **Committee Follow-Up:**

No items.

### **Workplace Violence Prevention**

Ralph Mabb noted that due to a significant remodel of the Coney Island District Office a new site assessment will need to be conducted. Jasen Catalfamo responded that there are several other remodels and/or relocations scheduled in the near future. Jasen said this topic will be on the agenda for the May 2017 Health and Safety meeting.

#### **Committee Follow-Up:**

No items.

### **Promotion Listing & Promotional Opportunities**

Ralph Mabb thanked DMV for allowing him to participate in the recruitment and retention team. He expressed this is important for transparency and morale. It helps to build better understanding and allows the union to provide assistance to management. Ralph reminded Denise O'Keefe that PEF still wants to be allowed to speak to PEF members during their first day paperwork. Denise responded they are still affording PEF this opportunity but due to recent staffing changes in Personnel this was inadvertently overlooked at the more recent first day paperwork session. Ralph expressed that being able to meet with employees face to face to explain their union benefits is very helpful. He conveyed his belief that labor and management are working towards the same goal and want staff to be happy working here.

Rosanne stated it would be helpful for recruitment to get information about PEF tuition assistance. Ed Ray said there are new vouchers for the tuition assistance program which make it so the employee does not have to pay upfront. Once the employee gets the voucher they bring it to the college and the college accepts the voucher towards tuition.

#### **Committee Follow-Up:**

No items.

### **ALJ Reclassification by Dept. of Civil Service**

Ralph Mabb stated PEF has heard that ALJ's throughout the state may be reclassified so they can be interchangeable among agencies. He asked if there is a plan to reclassify DMV ALJ's. Jasen Catalfamo responded that last year Division of Budget asked for DMV statistics. This information was provided to DOB and DMV has not heard anything further about the matter. He expressed that DMV work is very specialized and DMV does not feel that our ALJ's should be included in the reclassification.

Ralph asked about the status of hiring per-diem ALJ's. Denise O'Keefe responded that this has been put on hold.

#### **Committee Follow-Up:**

No items.

### **Cross-Training MVR's**

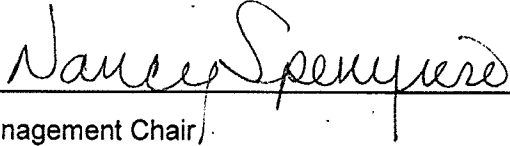
Ann Scott announced that MVR and clerical staff working in locations where the District Offices and Traffic Violations Bureaus are co-located are being combined and cross-trained. The ALJ's will remain with TVB. The purpose of this merge is so that customers will be able to conduct TVB and DO business with the same MVR without having to go to two different offices. Ann stated she will share the transition plan with Ralph that was issued to all staff last month.

Ed Ray asked that the performance programs and performance evaluation templates be updated to reflect the new duties and requirements. Ann responded that as part of the planning process these templates are being/or already have been changed.

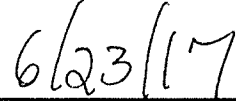
#### **Committee Follow-Up:**

Subsequent to the labor/management meeting, Ann Scott forwarded the transition plan to Ralph via email on April 14, 2017.

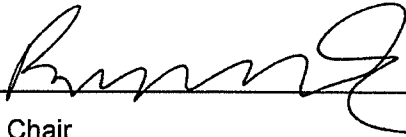
APPROVAL OF MINUTES



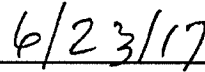
Management Chair  
Nancy Spenziero, Director of Labor Relations  
NYS Department of Motor Vehicles



Date



Union Chair  
Ralph Mabb, Council Leader Division 211, PEF Executive Board  
Public Employees Federation



Date